



WIRRAL METROPOLITAN BOROUGH COUNCIL

LOCAL DEVELOPMENT FRAMEWORK FOR WIRRAL

CORE STRATEGY DEVELOPMENT PLAN DOCUMENT

CONSULTATION ON ISSUES, VISION AND OBJECTIVES

INITIAL EQUALITY IMPACT STATEMENT

FEBRUARY 2009

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Equality Impact Assessment

What is it?

It is a self-assessment tool to help our Council departments and services look at the likely positive and negative impact of their work on staff, members, service users / customers, partnerships, individuals and communities with regards to equality of opportunity in employment and service delivery.

The aim is to identify both positive and negative outcomes, and to take appropriate action to minimise or remove the negative outcomes.

Why do we need to do it?

The Council is committed to ensuring that it delivers all of its services in a fair and equal way. It also pledges to develop an inclusive and recruitment and selection procedure aimed at creating a strong and diverse workforce. This two-pronged approach ensures that we work towards removing barriers to our services and actively promote and support diversity.

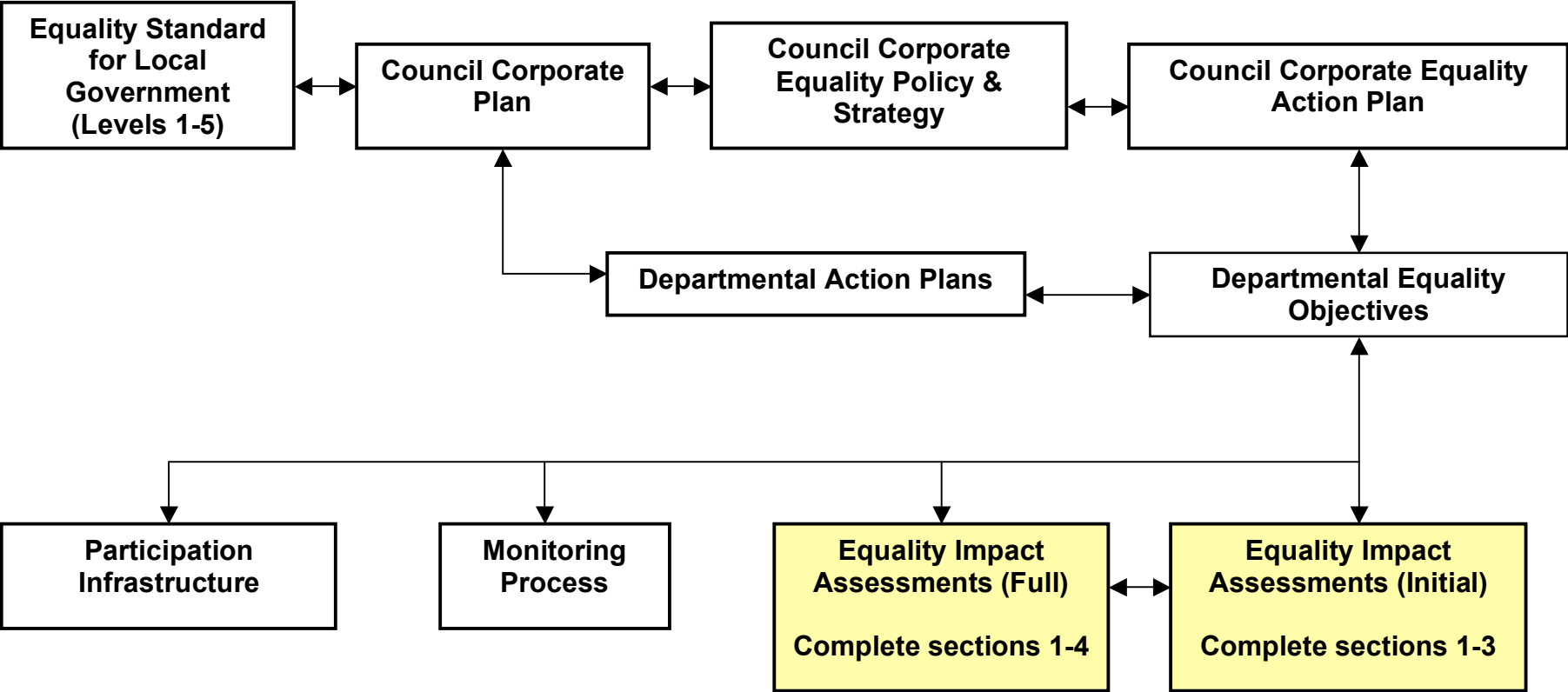
There have been some recent legislative changes in this area, including the requirement to create a gender equality scheme and increased expectations in tackling discrimination on the grounds of religion and faith, disability, age and sexual orientation. The legislation has also brought in the requirement to not only tackle discrimination but to actively promote diversity. This is a significant change to our responsibilities and one that will require us to act in different ways.

The council's equality and diversity policy draws together in one document the legislative process, the council's service delivery commitments, employment commitments and policy statements in relation to the six pillars of the equality standard, which are:

- Age
- Disability
- Race
- Religion or Belief
- Gender
- Sexual Orientation

The Equality Standard for Local Government helps us to measure progress towards promoting diversity. The standard has five levels and Wirral council is currently at level two. In order to meet the requirements of the standard we need to ensure we carry out Equality Impact Assessments on all council functions, services, projects, strategies and policies.

Corporate overview of the process



Equality Impact Assessment

Section 1: Your details

(1.1) Department: Corporate Services

(1.2) Division: Forward Planning

(1.3) Assessment Lead: Eddie Fleming

(1.4) Telephone: 0151 691 8129

(1.5) Email: eddiefleming@wirral.gov.uk

(1.6) Who else will be involved in the process? (see guidance note 1)

Andrew Fraser	Acting Forward Planning Manager
John Entwistle	Acting Principal Forward Planning Officer
Hazel Edwards	Senior Planning Officer
Faye Williams	Senior Planning Officer

(1.7) Please sign & date this form ...**E.J Fleming** . (signed) 26 January 2009 (date)

Guidance Note 1:

For Initial EIA's it is best practice to involve the service / function manager, equality and diversity lead(s) and relevant frontline staff.

For Full EIA's it is best practice to involve the service / function manager, equality and diversity lead(s), relevant frontline staff, customers, appropriate external agencies, and the voluntary and community sector

Section 2: What is to be assessed?

(2.1) Name of service / function / project / strategy / policy to be assessed (see guidance note 2)

Local Development Framework Core Strategy Development Plan Document – Issues, Vision and Objectives Consultation Report

(2.2) Is this a new or existing service / function / project / strategy / policy?

The Issues, Vision and Objectives Report has been prepared to inform a new strategic planning policy document that will set out the vision, strategic objectives and broad locations for land use and development within Wirral over the next 15 to 20 years. Once adopted it will form part of the statutory Development Plan and will be used in determining planning applications and other decisions under the Planning Legislation.

(2.3) Which equality impact assessment are you completing?

Initial or Full

Guidance Note 2:

Service = your department / service area and its employees

Functions = your department / service area's activities

Projects = your department / service area's work programmes

Strategy = a plan of action intended to accomplish a specific goal

Policy = a plan of action to influence and determine decisions, actions and other matters

Procedure = a series of steps taken to implement a policy

Section 3: Let's do the Initial Equality Impact Assessment

3.1 Could a particular group of people be affected differently in either a negative or positive way by the service / function / project / strategy / policy?

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
Disabled People	<p>The consultation document highlights issues and proposes objectives for:</p> <p>1 securing sustainable design and a high quality accessible development</p> <p>2 delivering the development of specialist housing</p> <p>3 building sustainable communities through land use planning policies</p> <p>4 addressing inequalities, in skills, education, training & life chances through land use planning policies</p> <p>5 reducing health inequalities by ensuring that new development encourages healthier life style choices</p> <p>6 maximising public safety and minimising hazards.</p>	<p>1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.</p>	<p>Low.</p>

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
Lesbian, Gay & Bisexual People	<p>The consultation document highlights issues and proposes objectives for:</p> <p>1 securing sustainable design and a high quality accessible development</p> <p>2 building sustainable communities through land use planning policies</p> <p>3 addressing inequalities, in skills, education, training & life chances through land use planning policies</p> <p>4 reducing health inequalities by ensuring that new development encourages healthier life style choices</p> <p>5 maximising public safety and minimising hazards</p>	<p>1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.</p>	Low
Women	<p>The consultation document highlights issues and proposes objectives for:</p> <p>1 securing sustainable design and a high quality accessible development</p>	<p>1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.</p>	Low

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
	<p>2 building sustainable communities through land use planning policies</p> <p>3 addressing inequalities, in skills, education, training & life chances through land use planning policies</p> <p>4 reducing health inequalities by ensuring that new development encourages healthier life style choices</p> <p>5 maximising public safety and minimising hazards.</p>		
Men	<p>The consultation document highlights issues and proposes objectives for:</p> <p>1 securing sustainable design and a high quality accessible development</p> <p>2 building sustainable communities through land use planning policies</p> <p>3 addressing inequalities, in skills, education, training & life chances through</p>	<p>1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.</p>	Low

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
	<p>land use planning policies</p> <p>4 reducing health inequalities by ensuring that new development encourages healthier life style choices</p> <p>5 maximising public safety and minimising hazards.</p>		
Transgendered People	<p>The consultation document highlights issues and proposes objectives for:</p> <p>1 securing sustainable design and a high quality accessible development</p> <p>2 building sustainable communities through land use planning policies</p> <p>3 addressing inequalities, in skills, education, training & life chances through land use planning policies</p> <p>4 reducing health inequalities by ensuring that new development encourages healthier life style choices</p>	<p>1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.</p> <p>2 The Council does not yet have a robust diversity profile for Wirral. The precise scale of any impact cannot be currently determined.</p>	<p>Low</p> <p>Medium</p>

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
	5 maximising public safety and minimising hazards.		
Black & Racial Minority People (please state which group)	<p>The consultation document highlights issues and proposes objectives for:</p> <p>1 securing sustainable design and a high quality accessible development</p> <p>2 building sustainable communities through land use planning policies</p> <p>3 addressing inequalities, in skills, education, training & life chances through land use planning policies</p> <p>4 reducing health inequalities by ensuring that new development encourages healthier life style choices</p> <p>5 maximising public safety and minimising hazards.</p>	<p>1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.</p> <p>2 The Council does not yet have a robust diversity profile for Wirral. The precise scale of any impact cannot be currently determined.</p>	<p>Low</p> <p>Medium</p>
Older People (60+)	The consultation document highlights issues and proposes objectives for:	1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east	Low

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
	<p>1 securing sustainable design and a high quality accessible development</p> <p>2 building sustainable communities through land use planning policies</p> <p>3 delivering the development of specialist housing</p> <p>4 addressing inequalities, in skills, education, training & life chances through land use planning policies</p> <p>5 reducing health inequalities by ensuring that new development encourages healthier life style choices</p> <p>6 maximising public safety and minimising hazards.</p>	Wirral may mean that that this matter is not addressed in other parts of the Borough.	
<p>Younger People (17-25) and Children</p> <p>male or female</p>	<p>The consultation document highlights issues and proposes objectives for:</p> <p>1 securing sustainable design and a high quality accessible development</p> <p>2 building sustainable</p>	<p>1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.</p>	<p>Low</p>

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
	<p>communities through land use planning policies</p> <p>3 addressing inequalities, in skills, education, training & life chances through land use planning policies</p> <p>4 reducing health inequalities by ensuring that new development encourages healthier life style choices</p> <p>5 maximising public safety and minimising hazards.</p>		
Religious / Faith Groups	<p>The consultation document highlights issues and proposes objectives for:</p> <p>1 securing sustainable design and a high quality accessible development</p> <p>2 building sustainable communities through land use planning policies</p> <p>3 addressing inequalities, in skills, education, training & life chances through land use planning policies</p>	<p>1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.</p> <p>2 The Council does not yet have a robust diversity profile for Wirral. The precise scale of any impact cannot be currently determined.</p>	<p>Low.</p> <p>Medium</p>

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
	<p>4 reducing health inequalities by ensuring that new development encourages healthier life style choices</p> <p>5 maximising public safety and minimising hazards.</p>		
<p>Other excluded groups (please state)</p> <p>Gypsies & Travellers</p> <p>Travelling showpeople</p>	<p>The consultation document highlights issues and proposes objectives for</p> <p>1 delivering the development of specialist housing</p> <p>2 addressing inequalities, in skills, education, training & life chances through land use planning policies</p> <p>3 reducing health inequalities by ensuring that new development encourages healthier life style choices</p> <p>4 maximising public safety and minimising hazards</p>	<p>1 The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.</p> <p>2 The Council does not yet have a robust diversity profile for Wirral. The precise scale of any impact cannot be currently determined.</p>	<p>Low</p> <p>Medium</p>

Note: If you have rated any negative impact(s) as ‘High’ please go straight to Section 4 to complete a full assessment.

Note: If you have rated any negative impact as ‘Low’ or ‘Medium please complete the rest of this section on pages 9 and 10.

Guidance Note 3: How to assess negative impacts

Low = It is not discriminatory according to current legislation. However, it might not be seen as being in line with best practice.

Medium = It is not discriminatory according to current legislation. However, it is not in line with the council’s Corporate Equality Policy and/or Strategy

High = It is discriminatory according to current anti-discrimination legislation (i.e. it is unlawful), and therefore contravenes the council’s Equality Policy

3.2 Please list below any actions that you plan to take as a result of any negative impact

Low or medium negative impact	Action required to remove or minimise the impact	Lead person	Timescale	Resource implications	Any other comments
The focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.	The Core Strategy to allow for identified local needs to be addressed.	Andrew Fraser	By July 2009	None	
The Council does not yet have a robust diversity profile for Wirral. The precise scale of any impact cannot be currently determined.	Ensure the Core Strategy takes account of the Council's Equality Watch Scheme 2009 – 2012.	Andrew Fraser	By July 2009	None	

3.3 Could you improve the positive impact(s)? Please explain how

Not at this stage. Further amendments will be subject to further public consultation.

3.4 If you have identified no negative impact, then please explain how you reached that decision

Thank you for completing the initial assessment (please email a copy of this report to equalitywatch@wirral.gov.uk)

Please note that the lead assessment person is responsible for ensuring the actions on pages 9 and 10 are incorporated into your departmental plan.

Section 4: Now let's do the Full Equality Impact Assessment (only to be completed if any negative impact was identified as 'high')

4.1 Looking back at pages 7 & 8, in which equality areas are there concerns?

- Disability
- Sexual Orientation
- Gender
- Race
- Age
- Religion & Faith

4.2 Please summarise the negative impact (s)

4.3 What consultation has taken place with local people / groups in order to complete this full EIA?

4.4 What consultation has taken place with Wirral Council staff / members / those we work in partnership with / those we contract with in order to complete this full EIA?

4.5 What equality group research / studies / reports have you referred to in order to complete this full EIA?

4.6 What monitoring / evaluation process do you use to collect equality group data (quantitative and qualitative)?

4.7 Please list below any actions that you plan to take as a result of this full equality impact assessment

High Negative Impact	Action to be taken	Lead person	Timescale	Resource implications	Any other comments

Thank you for completing the full assessment (please email a copy of this report to equalitywatch@wirral.gov.uk)

Please note that the lead assessment person is responsible for ensuring the above actions are incorporated into your departmental plan.

User Reference Guide

Legislation

There are currently 6 strands to the framework of UK equality legislation:

1. Gender: Sex Discrimination Act 1975, Gender Recognition Act 2004
2. Race: Race Relations Act 1976
3. Disability: Disability Discrimination Act 1995
4. Sexual Orientation: Employment Equality [Sexual Orientation] Regulations 2003
5. Religion & Belief: Employment Equality [Religion or Belief] Regulations 2003
6. Age: Employment Equality [Age] Regulations 2006

For further information and to view amendments to the above Acts please visit www.equalityhumanrights.com (Equality & Human Rights Commission).

Equality Standard for Local Government

Improvement & Development Agency	www.idea.gov.uk
Local Government Association	www.lga.gov.uk
Audit Commission	www.audit-commission.gov.uk
Government Equalities Unit	www.womenandequalityunit.gov.uk

Useful Websites

Age Concern	www.ageconcern.org.uk
Breakthrough UK	www.breakthrough-uk.com
Communities & Local Government	www.communities.gov.uk
Disability Now	www.disabilitynow.org.uk
Discrimination at Work Issues	www.direct.gov.uk
Sexual Orientation Issues	www.lgf.org.uk
Women's Issues	www.womenandequalityunit.gov.uk
Trans People's Issues	www.pfc.org.uk
Race Issues	www.runnymedetrust.org
Younger People's Issues	www.nya.org.uk